

This amendment to the Memorandum of Understanding has been executed by representatives of the MORGAN HILL CITY COUNCIL (City) and representatives of the AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES LOCAL 101 (Union).

ARTICLE I. – TERM

- 1.01 The term of this agreement shall commence April 1, 2009 and end June 30, 2013.

ARTICLE V. – SALARY, WAGES & PAID BENEFITS

- 5.01 The salaries and wages paid by the City to all employees in the Union, as shown in Exhibit A, will be in accordance with the job classifications they hold with pay rates to be increased by 1% effective September 1, 2009.
- 5.02 The salaries and wages paid by the City to employees in the positions in the Union, as shown in the table below and referenced in Exhibit B, will be in accordance with the job classifications they hold with pay rates to be increased effective December 27, 2009.
- 5.03 The salaries and wages paid by the City to all employees in the Union, as shown in Exhibit C, will be in accordance with the job classifications they hold with pay rates to be increased by 2.5% effective September 1, 2010.
- 5.04 The salaries and wages paid by the City to all employees in the Union, as shown in Exhibit D, will be in accordance with the job classifications they hold with pay rates to be increased by 2.5% effective September 1, 2011.
- 5.05 The salaries and wages paid by the City to all employees in the Union, as shown in Exhibit E, will be in accordance with the job classifications they hold with pay rates to be increased by 3% effective September 1, 2012.

Position	Percentage of Increase on December 27, 2009
Assistant Engineer	1.0%
Associate Engineer	1.0%
Groundskeeper	1.25%
Maintenance Supervisor	3.50%
Municipal Services Assistant	1.0%
Office Assistant II	1.0%
Records Imaging Technician	1.0%
Water Quality Specialist	4.50%

ARTICLE VIII. – MISCELLANEOUS BENEFITS

- 8.02 Removed from agreement.
- 8.03 Effective with the pay period beginning September 1, 2009, the City will add an additional one percent (1%) of an employee's base salary for a total of two percent (2%) to a 457 deferred compensation plan per pay period.